



# **2014 MANEUVER WARFIGHTING CONFERENCE**



**ARMOR STANDARDS WORK GROUP  
9 SEPT 14**



# 2014 Maneuver Warfighter Conference

## Armor Standards Workgroup



Fort Benning, Home of the  
MCoE

Armor Standards			
Assigned Organization: USAARMS		Assigned Facilitator:	Assigned Co-facilitator:
		COL Scott King	George Desario
Action Officer Assigned: MAJ David Fulton		Phone number: 706-626-5942	
2014 Problem Statement:		What are the training gaps (physical, technical, mental) in the MCoE/Armor courses (OSUT, ABOLC, ALC) to produce competent and confident Armor Soldiers and Leaders that meet the requirements of Operational Commanders to win in a complex world.	
Objectives:	1. Provide an overview of current course maps, approved POI changes, and approved KSAOs. 2. Discuss Outcomes OSUT/ALC/ABOLC that delineates responsibilities for training fundamentals (Shoot, Move, Communicate, Adapt/Survive) between IET and First Unit of Assignment . 3. Determine the level of proficiency in Mounted Maneuver, Precision Gunnery, and Reconnaissance and Security Fundamentals for IET graduates. 4. Determine the level of proficiency in mission orders required by ABOLC/ALC graduates.		
Outcomes:	The MCoE and Operational Force Senior Leaders leave the MWFC with a list of agreed upon training gaps, desired Outcomes, and recommendations on the way ahead to include clear delineation of institutional and Operational training requirements.		
Question 1:	Are OSUT/ABOLC/ALC Graduates able to meet the physical demands/standards of their gaining units ? Are the current physical demands of armored crewmen and scouts represented by the approved KSAOs?		
Question 2:	What basic fundamentals and standards must OSUT/ALC/ABOLC Grads possess to successfully operate in their first unit of assignment? (Shoot, Move, Communicate, Adapt, Survive) and how to they differ from current POI?		
Question 3:	Platform Proficiency: What level of proficiency should IET Graduates possess in precision gunnery, mounted maneuver, and Reconnaissance and Security Fundamentals?		
Question 4:	Are current ABLOC/ALC graduates demonstrating an understanding of troop leading procedures and mission orders? What level of proficiency should an ABOLC/ALC graduate posses in leading mounted formations?		
Panel Members:			
1SG 1-81 Armor BN		CSM 1-81 BN CSM	LTC 2-16 CAV CDR
CSM 3-16 SQDN CSM		NCOA REP	LTC 5-15 CAV CDR
Key Attendees for Discussion:			
BDE Commanders		BN CSMs	Company /Troop Commanders
BDE CSMs		19D/19K PSGs	Company/Troop 1SGs
BN Commanders		19D/19K Training Developers	
Read Ahead:			



# KSAO DEFINITIONS



*Fort Benning, Home of the  
MCoE*

**Knowledge of the body of facts and principles needed to address problems and issues that are part of a job.**

**Skills as they pertain to the proficient manual, verbal, or mental manipulation of data or things to do a job.**

**Abilities as they relate to the adept application of Knowledge and Skill to perform activity at the present time.**

**Other - Other characteristics necessary or advised for superior performance**



## Task 4b: Remove a Casualty from a Vehicle\* (Mounted) 11B, 19D, 13F, 12B



**Task: Remove a Casualty from a Vehicle\*; Three Soldier Task**

**Condition: See Next Slide**

**Standard: Casualty removed from Vehicle\***

**\* 11B, 19D, 13F: BFV, Stryker**

**\* 12B: BFV**

### **Lift from the Inside of a Vehicle**

**Three Soldiers perform this task from a BFV, Stryker, or Buffalo**

Weight: ~207 lbs (prorated ~103.5 lbs)

Horizontal Distance: 1-2 m

Vertical Distance: 1.5 m

Time: 2 Minutes

Weight: ~188 lbs incapacitated Soldier with 19 lbs of Vehicle Crewman Uniform and equipment

Horizontal Distance: 1.5 m is the height from the commander's seat to the top of the turret

Vertical Distance: To clear vehicle

**Three Soldiers perform this task; two on the vehicle and one inside. The two Soldiers on the vehicle lift the vast majority of the casualty's weight. The Soldier in the vehicle primarily guides the casualty.**



## Task 4b: Remove a Casualty from a Vehicle\* (Mounted) 11B, 19D, 13F, 12B

**Scenario:** An incapacitated BFV crewmember is evacuated out of the top of a BFV turret by two members of another Squad. They are assisted by the remaining (uninjured) BFV crewman still in the turret.

**The casualty should have a body weight of 188 lbs and have the uniform/equipment below.**

**The Soldier in the turret should be in the same uniform as the casualty.**

**The task should take no longer than 2 minutes.**

ITEM	WEIGHT
Army Combat Uniform w/internal Knee/Elbow Pads	3.20
Combat Vehicle Crewman Coverall	2.75
Hat (boonie) (0.30) or Patrol Cap (0.30) with Rank (0.10)	0.40
US Flag 1 ea (0.06), Name/ US Army Tape (0.08), Unit Patch w/tab (0.12)/CB Patch w/tabs 0.12), IFF Tape (0.01), Rank 0.10	0.50
Undershirt moisture wicking	0.35
Drawers	0.20
Socks	0.20
Rigger Belt	0.50
Gloves combat Vehicle Crewman	0.25
Boots combat Tan	5.00
ID Card	0.01
ID Tags, wrapping and chain	0.38
Wrist watch	0.19
Personal knife, utility tool	0.50
Chapstick	0.01
Ballistic/Laser Eye protection (BLPS)/ w carrier	0.12
Notebook and pen	0.25
Visual/Language Translator Card	0.01
DA Form 1155/1156 Casualty Feeder Report/Witness Statement	0.01
Body Armor CVC Fragmentation Protective Undergarment (Unit SOP) (3.75 lbs Sel Pax)	3.75
Soldiers Load Total	<b>18.58</b>



## Task 5: Maintain 25mm Gun on a BFV - Install the Barrel 11B, 19D, 13F, 12B



**\*Weight range based on difference for sizes XS-4XL of uniform items & body armor**

**Task: Install an M242 25mm Barrel on the M242 Gun on a BFV; Two Soldier Task**

**Condition: Wearing / Carrying 75.43 to 89.97 lbs\* Fighting Load and given a BFV with an M242 Gun and an M242 25mm Barrel**

**Standard: Barrel is carried 25 meters and lifted onto BFV hull**

**Armor Standard: Barrel is carried 3 meters and lifted onto BFV hull**

**onto the Deck of a BFV**

- Removal of M242, 25mm barrel
- Required during maintenance and during remedial action misfire procedures

**Lift 107 Pounds 1 Meter and Carry 3 Meters or 25 Meters as Part of a 2 Soldier Team**

Weight: 107 lbs  
(prorated 53.5 lbs)  
Horizontal Distance: 3 m or 25 m  
Vertical Distance: 1 m  
Time: n/a

Weight: Barrel weighs 107 lbs  
Horizontal Distance: Barrel to BFV  
Vertical Distance: BFV hull



## Task 6: Maintain 25mm Gun on BFV - Remove Feeder Assembly 11B, 19D, 13F, 12B



**Task: Remove the M242 Feeder Assembly from the M242 Gun on a BFV**

**Condition: Wearing / Carrying 30-44\* lbs (IOTVC with ESAPI and ESBI, CVC/ACH Helmet) and given a BFV with an M242 Gun and an M242 Feeder Assembly**

**Standard: Feeder assembly properly removed**

**- Required during maintenance and during remedial action misfire procedure**



**Lift 59 Pounds 6 Inches and Carry 1 Meter While Seated**

Weight: 59 lbs  
Horizontal Distance: 1 m  
Vertical distance: 6 in  
Time: N/A

Weight: M242 Feeder Assembly weighs 59 lbs

**\*Weight range based on difference for sizes XS-4XL of uniform items & body armor**



## Task 7: Load 25mm HEI-T Ammunition Can on BFV 11B, 19D, 13F, 12B



**Task: Load 30 25mm High-Explosive Incendiary Tracer (H-EIT) Ammo Cans onto a BFV**

**Condition: Wearing / Carrying 63.65 to 78.19\*\* lbs Fighting Load(-) (no weapon) and given a BFV and 30 Ammo Cans with 45 Rounds of H-EIT per can**

**Standard: 30 Ammunition Cans carried 15 meters and loaded onto BFV 75.43 to 89.97 lbs\***

### Lift 45 Pounds Waist High and Carry 5 or 15 Meters

Weight: 45 lbs  
Horizontal Distance: 15 m  
Vertical distance: 1 m  
Time: N/A

Weight: One 25mm ammunition can weighs 45 lbs (contains 45 rounds)  
Basic Load (25mm) for a BFV is 900 rounds (30 ammunition cans)  
Horizontal Distance: 15 m is an estimated safe distance between the back of the BFV and the ammunition supply point or ammunition carrier  
Vertical Distance: 1 m is waist high

**\*Weight range based on difference for sizes XS-4XL of uniform items & body armor**

**\*\* 63.65 to 78.19 lbs is fighting load minus 11.78 lbs for M4 & items attached to the M4**

**→ FORGE THE THUNDERBOLT!**



## Task 8: Load the TOW Missile Launcher on BFV 11B, 19D



**Task: Load TOW-2B Aero (BGM-71F6) Missile into a BFV Mounted TOW Weapon System**

**Condition: Wearing / Carrying 64-80\* lb Fighting Load(-) (no weapon) and given a BFV with a TOW Missile Launcher and 2 TOW-2B Aero (BGM-71F6) Missiles**

**Standard: 2 Missiles properly loaded**



**Lift 65 Pounds 1 Meter and Carry 2 Meters**

Weight: 65 lbs  
Horizontal Distance: 2 m  
Vertical Distance: 1 m  
Time: N/A

Weight: TOW-2B Missile weighs 65 lbs  
Vertical Distance: Rear of launcher lowers to ~1 m from floor of crew compartment

**\*Weight range based on difference for sizes XS-4XL of uniform items & body armor**

**\*\* 63.65 to 78.19 lbs is fighting load minus 11.78 lbs for M4**

**items attached to the M4**



## Task 17: Mount M2 .50 Cal Machine Gun Receiver on an Abrams Tank



**Task: Mount M2 .50 Caliber Machine Gun Receiver on an M1 Abrams Tank**

**Condition: Wearing / Carrying 30-44\* lbs (IOTVC with ESAPI and ESBI, CVC/ACH Helmet) and given an Abrams Tank and an M2 .50 Caliber Machine Gun Receiver located next to the tank**

**Standard: M2 .50 Caliber Machine Gun Receiver properly mounted**

### **Lift 56 Pounds 1.2 Meters, Carry 2.4 Meters, and Put on a Mount**

Weight: 56 lbs  
Horizontal Distance: 1.2 m  
Vertical Distance: 2.4 m (2 x 1.2 m)  
Time: n/a

Weight: M2 .50 Caliber Machine Gun Receiver weighs 56 lbs  
Vertical Distance: Ground to turret (ground to hull, hull to turret)  
Horizontal Distance: Distance to mount

**\*Weight range based on difference for sizes XS-4XL of uniform items & body armor**

**→ FORGE THE THUNDERBOLT!**



## Task 18: Stow Ammunition on an Abrams Tank (Variation 1 (Preferred))



**\*Weight range based on difference for sizes XS-4XL of uniform items & body armor**  
**\*\* 63.65 to 78.19 lbs is fighting load minus 11.78 lbs for M4 & items attached to the M4**

**Task: Move 120mm MPAT Rounds from Ammo Pad or HEMTT to Tank; 2 Soldier Task (1 on Ammo Pad or HEMTT, 1 in Tank)**

**Condition: Wearing / Carrying 63.65 to 78.19\*\* lbs Fighting Load(no weapon) and given an Abrams Tank and 36 120mm MPAT Rounds on an Ammo Pad or HEMTT directly adjacent to the Tank**

**Standard: Load 36 MPAT Rounds from Ammo Pad or HEMTT to Ready Rack in 20 minutes (Parts 1 and 2)**

**Lift 55**

Weight: 55 lbs  
Horizontal Distance: 0.5 m  
Vertical Distance: 1 m  
Time: 20 min (Part 1 and Part 2)

Weight: 120mm MPAT round weighs 55 lbs  
Horizontal Distance: Ammo Pad or HEMTT to tank  
Vertical Distance: Approximate height at which round is carried  
Time: Loading 36 rounds takes 20 minutes

Weight: 55 lbs  
Horizontal Distance: 0.5 m  
Vertical Distance: 1.2 m  
Time: 20 min (Part 1 and Part 2)

Weight: 120mm MPAT round weighs 55 lbs  
Horizontal Distance: Ammo pad or HEMTT to hull, hull to turret, turret to internal ready rack  
Vertical Distance: Turret to internal ready rack  
Time: Loading 36 rounds takes 20 minutes



## Task 18: Stow Ammunition on an Abrams Tank (Variation 2) 19K



**\*Weight range based on difference for sizes XS-4XL of uniform items & body armor**

**\*\* 63.65 to 78.19 lbs is fighting load minus 11.78 lbs for M4 & items attached to the M4**

**Task: Move 120mm MPAT Rounds from Ammo Point to Tank; 3 Soldier Task (1 on Ground, 1 on Hull, 1 in Turret)**

**Condition: Wearing / Carrying 63.65 to 78.19\*\* lbs Fighting Load(no weapon) and given an Abrams Tank and 36 120mm MPAT Rounds 5 meters from Abrams Tank**

**Standard: Load 36 MPAT Rounds from Ammo Point to Ready Rack in 20 minutes (Parts 1 and 2)**

### **Lift 55 Pounds 1 Meter and Carry 5 Meters (Part 1)**

Weight: 55 lbs  
Horizontal Distance: 5 m  
Vertical Distance: 1 m  
Time: 20 min  
(Inclusive of both Part

Weight: 120mm MPAT tank round weighs 55 lbs  
Horizontal Distance: Ammo point to tank  
- Hands 120mm round to Soldier on hull  
Vertical Distance: Approximate height at which the round is carried

### **Lift 55 Pounds 1.2 Meters and Carry .5 Meter (Part 2)**

Weight: 55 lbs  
Horizontal Distance: 0.5 m  
Vertical Distance: 1.2 m  
Time: 20 min (Inclusive of both Part 1 and Part 2)

Weight: 120mm MPAT round weighs 55 lbs  
Horizontal Distance: Hull to turret, turret to internal ready rack  
Vertical Distance: Hull to turret; turret to internal ready rack  
Time: Loading 36 rounds takes 20 minutes.



## Task 19: Load the 120mm Main Gun 19K



**Task: Load a 120mm MPAT Round from the Ready Rack into the Breach**

**Condition: Wearing / 30-44\* lbs (IOTVC with ESAPI and ESBI, CVC/ACH Helmet) and given 5 120mm MPAT rounds, M1 Abrams Tank**

**Standard: Successfully load 5 120mm MPAT Rounds in 35 seconds; one round every 7 seconds**

### **Lift 55 Pounds 1 Meter and Rotate 1 Meter**

Weight: 55 lbs  
Horizontal Distance: 1 m  
Vertical Distance: 1 m  
Time: 7 seconds per round; 35 seconds total

Weight: 120mm MPAT round weighs 55 lbs  
Horizontal Distance: Ready rack to breach  
- Motion is a rotational, twisting movement to load round into the breach  
Vertical Distance: Ready rack to breach  
Time: 1 round is loaded every 7 seconds during gunnery  
Firing Mission: 5 Rounds

**\*Weight range based on difference for sizes XS-4XL of uniform items & body armor**



## Task 20: Remove a Casualty from an Abrams Tank (Mounted) 19K



**Task: Remove a Casualty from an Abrams Tank (through Gunner's or Commander's Hatch); 3 Soldier Task**

**Condition: Wearing / Carrying 30-44\* lb Fighting Load(-) (no weapon, no helmet, no fighting load carrier) and given a casualty (~188 lbs) with a 30-44\* lb Fighting Load(-) (no weapon, no helmet, no fighting load carrier) for a total weight of ~218-232\* and an Abrams Tank**

**Lift from the Inside of a T**  
**Three Soldiers perform this task from**

**Standard: Casualty removed from Abrams Tank**

Weight: ~218-232\* lbs (prorated ~73-77 lbs)

Horizontal Distance: 1-2 m

Vertical Distance: 1.5 m

Time: As quickly as possible

Weight: ~188 lb incapacitated Soldier with 30-44\* lb Fighting Load(-)

Horizontal Distance: 1.5 m is the height from the commander's seat to the top of the turret

Vertical Distance: To clear vehicle

**\*Weight range based on difference for sizes XS-4XL of uniform items  
& body armor**

**→ FORGE THE THUNDERBOLT!**



## Question 1:

Are OSUT/ABOLC/ALC Graduates able to meet the physical demands/standards of their gaining units? Are the current physical demands of armored crewmen and scouts represented by the approved KSAOs?



# 19D/19K KSAO (Physical Fitness)



## Physical Fitness:

- a. Meet Army height and weight standards IAW AR 600-9, The Army Body Composition Program.
- b. Passing the Army Physical Fitness (APFT) IAW FM 7-22 Army Physical Readiness Training.
  - score of **180 points** (60 points minimum in each of the three events)
  - Recommended target is **225 points** or above (75 points or above in each of three events).
  - Complete **3-5 pull-ups** is also a recommend target.
- c. Physical Readiness Training (PRT): Students participate in PRT to both become familiar with FM 7-22 standards and to increase their fitness.
  - Trainees participate in **71 sessions** of PRT training for a total of 74 hours.
- d. Students receive **18.5 hours of Combative Training** while wearing between 12.14 and 12.92 lbs (summer and winter items). Participation is accordance with the TSPs is a graduation requirement.
- e. Obstacle Courses: OSUT students participate in multiple obstacle courses during OSUT to develop agility, a better kinesthetic sense, and teamwork. Participation and an attempt at all obstacles is a graduation requirement. Courses are to Army and TSP standards and include events such as the inclining wall, high step over, weaver, horizontal bars, stop awing and jump, confidence climb, balancing log, low crawl wire, log jump, ect wearing 12.14 lbs of basic uniform.



# 19D/19K KSAO (Foot Marches)



## Foot March:

- a. There are **six** OSUT foot marches of 4 to 20 kilometers. These foot marches are mandatory training events however, trainees only need to receive a go for completion within the allotted time on the final 16/20km foot march
- b. The **20 kilometer (19D)** and **16 kilometer (19K)** foot march is a go/No Go event and graduation requirement.
- c. **Weights and Time Standards:** The Scout or Armor Crewman will carry equipment representing the minimum uniform and equipment associated with the “Scout & Armor Crewman” duty position. Carried load (beyond IFAC and uniform) should generally not exceed 48 lbs or 30% of the Soldiers body weight.
  - (1) The minimum weapon and tactical equipment, worn or carried by an OSUT student is **31.72 lbs**.
  - (2) **Time Standards:** Foot marches are conducted as “force marches”. The intent is to challenge the OSUT student and develop the Soldier’s mental and physical toughness in a manner that escalates with their experience and physical toughness during the course. Time standards are:

-4km	1.25 hrs night / 1 hr day
-8km	3 hrs night / 2.24 hrs day
-12km	4.5 hrs night / 3.5 hrs day
-16km (19K)	6.25 hrs night/ 4.75 hrs day
-20km (19D)	7 hrs



# AR ALC 19D/19K KSAO (Physical Fitness)



## Physical Fitness:

- a. Meet Army Body Composition standards IAW AR 600-9, The Army Body Composition Program.
- b. Passing the Army Physical Fitness (APFT) IAW FM 7-22 Army Physical Readiness Training with a score **of 180 points (60 points minimum in each of the three events)** is a graduation requirement.
- c. Physical Readiness Training (PRT): Students participate in PRT to both become familiar with FM 7-22 standards and to increase their fitness. Those on profile must conduct alternate PRT under the supervision of athletic trainers or master fitness trainers. Students participate in and conduct approximately **25 sessions of PRT** training for a total of 37.5 hours. Students are encouraged to exceed this standard and further develop themselves by creating and executing section/platoon training schedule.
- d. Branch Run: Is a five **mile** formation run at a nine minute mile pace. All students are required to complete the branch run within 45 minutes.



# AR ALC 19D/19K KSAO (Foot Marches)

## Foot March:

- a. There are four AR ALC foot marches of 8 kilometers for time. These foot marches are mandatory training events however, students are not graded they are evaluated on their physical fitness and mental toughness.
- b. **Weights and Time Standards:** The Scout or Armor Crewman will carry equipment representing the minimum uniform and equipment associated with the “Scout & Armor Crewman” duty position. Carried load (beyond IFAC and uniform) should generally not exceed 48 lbs or 30% of the Soldiers body weight.
  - (1) The minimum weapon and tactical equipment, worn or carried by an AR ALC student is **31.72 lbs.**
  - (2) **Time Standards:** Foot marches are conducted as “force marches”. The intent is to challenge the 19D/19K ALC student and develop the Soldier’s mental and physical toughness in a manner that escalates with their experience and physical toughness during the course. Time standards are:

-8 km      1 hr 15 min



# 19A KSAO (Physical Fitness)



## Physical Fitness:

- a. Meet Army height and weight standards IAW AR 600-9, The Army Body Composition Program.
  - **Any Lieutenant not meeting height/weight standards on Day #1 does not start course.**
  - **Any Lieutenant that fails height/weight during course does not graduate until they meet the standard.**
- b. Passing the Army Physical Fitness (APFT) IAW FM 7-22 Army Physical Readiness Training.
  - Score of **180 points** (60 points minimum in each of the three events)
  - Recommended target is **275** or above (minimum of 75 points or above in each of three events).
  - **5-mile run is 45:00 minutes or less; 40:00 or less is a recommended target**
  - Complete **6 pull-ups** is also a recommend target.
  - **3 record APFTs; including Entrance APFT on Day #1 and graduation APFT during Phase III.**
- c. Physical Readiness Training (PRT): Students participate in PRT to both become familiar with FM 7-22 standards and to increase their fitness.
- d. Students receive **40 hours of Combatives Level I Training**. Those meeting all standards and performance measures receive Combatives Level I certification.
- e. Obstacle Courses: ABOLC students participate in an obstacle courses during the course to develop agility, a better kinesthetic sense, and teamwork. Completion (18 of 20 obstacles) of the obstacle course is a graduation requirement.



# 19A KSAO (Foot Marches)



## Foot March:

- a. There are **four** ABOLC foot marches of 9 to 14 kilometers. These foot marches are mandatory training events and are Go/No Go, graduation requirements. Additional foot marches are conducted during Physical Training **in accordance with Platoon PT plans.**
- b. Weights and Time Standards: The Lieutenants will carry equipment representing the minimum uniform and equipment associated with the duty position.
  - (1) The minimum weapon and tactical equipment, worn or carried by an ABOLC student is **35 lbs.**
  - (2) Time Standards: Foot marches are conducted as “force marches” and are completed IAW published Army Standard for foot marches.



# **IMT Framework**

## **Problem Statement**

### **OSUT Outcomes**



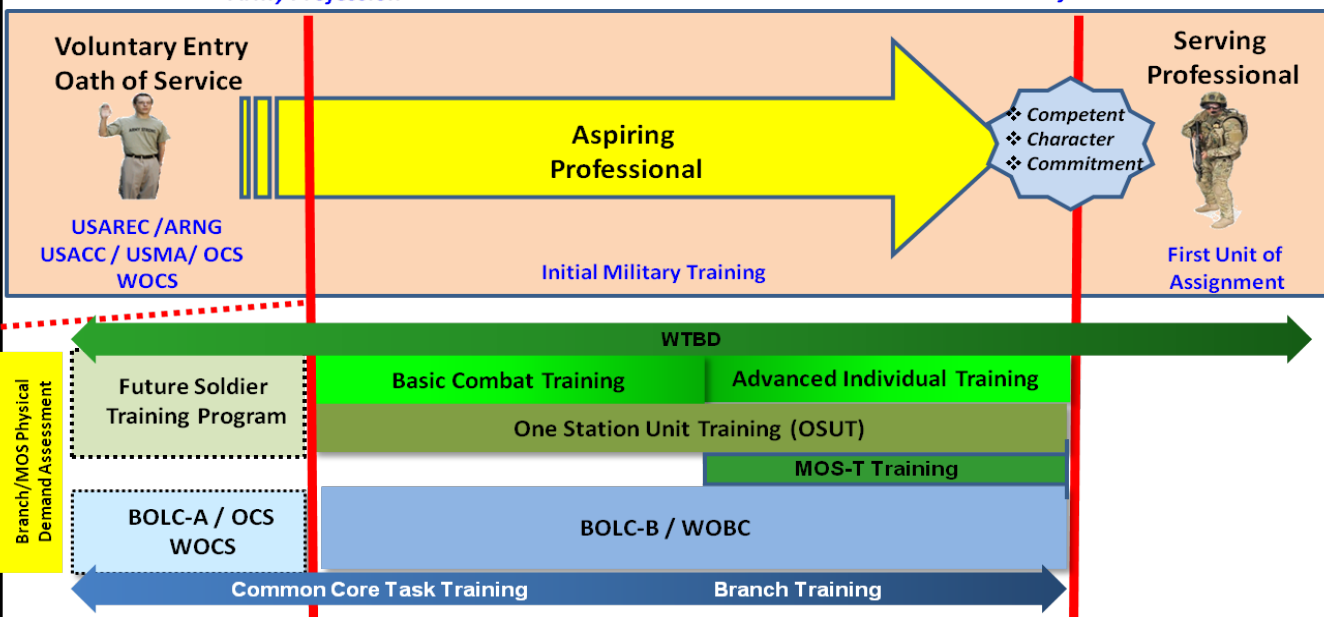
# Initial Military Training Framework



## IMT Professional Certification Process

*Member of the Army Profession*

*Initial Certification*



Initial military training serves as the **foundation on which all Soldier and leader training and education within the Army is built.** It supports the **Army Professional Certification continuum** and begins when a person voluntarily enters the Army and ends when they are certified to serve as a professional Soldier.

**IMT includes all initial mandatory training each member of the U.S. Army (both officers and enlisted Soldiers) must complete regardless to qualify for a military occupational specialty or branch. (AR 350-1)**

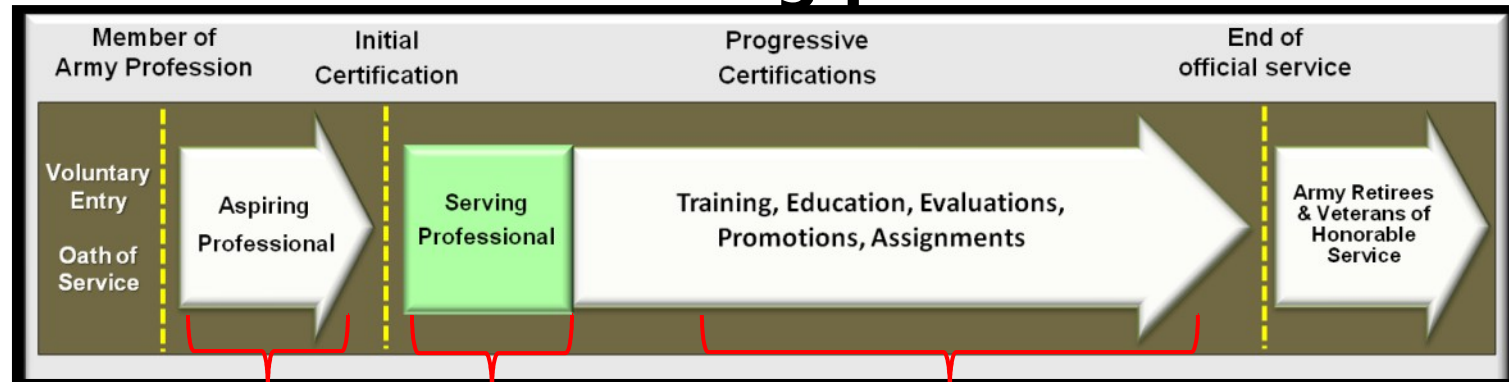




# PROPOSED PROBLEM STATEMENT



**What are the physical standards, training outcomes and levels of proficiency of IET Soldiers (BCT, 19D and 19K OSUT) that the Institutional Army should provide to FORSCOM units which will enable Soldiers to make the transition from an apprentice/Aspiring Professional to a serving professional?**



**IET**  
**Non MOS specific BCT-**  
**Follow - on station for**  
**AIT**  
**OSUT**  
**BCT/AIT combined**

**First Unit  
of  
Assignmen  
t**

**Functional and  
NCOES**

# OSUT Outcomes

Understands and effectively  
employs individual  
marksmanship  
and platform fire control  
systems

Shoot

1, 2, 9

Adapt and  
Survive  
1, 3, 9

Responds  
appropriately to  
changes in the  
operational  
environment



Communicate  
1, 3, 5

Can effectively exchange  
thoughts and ideas, verbally  
and visually, as required by the  
mission

The US Army's Desired Outcomes  
21<sup>st</sup> Century Soldier Competencies

The set of critical core competencies that provide a foundation for  
operational adaptability - TRADOC PAM 525-8-2  
The set of critical core competencies that provide a foundation for  
operational adaptability - TRADOC PAM 525-8-2

1. Character and accountability - D
2. Comprehensive fitness - P
3. Adaptability and initiative - D
4. Lifelong learner (includes digital literacy) - F
5. Teamwork and collaboration - F
6. Communication and engagement - D
7. Critical thinking and problem solving - D
8. Cultural and joint, interagency, intergovernmental, and multinational competence - F
9. Tactical and technical competence - D  
(full spectrum capable)

Instilled at  
OSUT

Move

1, 2, 3, 5, 9

Is physically and  
mentally fit and can  
operate as a  
member of a team  
mounted or  
dismounted

FORGE THE THUNDERBOLT!

# AR ALC Outcomes

**Understands and effectively employs critical and creative thinking**

**Shoot**  
**1, 3, 4, 9**

## Army Outcomes: 21<sup>st</sup> Century Soldier Competencies

1. Character and accountability
2. Comprehensive fitness
3. Adaptability and initiative
4. Lifelong learner (includes digital literacy)
5. Teamwork and collaboration
6. Communication and engagement (oral, written, negotiation)
7. Critical thinking and problem solving
8. Cultural and joint, interagency, intergovernmental, and multinational competence
9. Tactical and technical competence (full spectrum capable)

Instilled at BCT

**Adapt and Survive**

**Responds appropriately to changes and executes course of action within the operational environment**



**Move**  
**2, 3, 5, 7, 9**

**Is physically and mentally fit to develop and lead section/platoon operations**

**Communicate**  
**1, 3, 4, 5, 6, 9**

**Can effectively exchange thoughts and ideas, verbally, visually and electronically as required by the mission**



## Question 2:

What basic fundamentals and standards must OSUT/ALC/ABOLC Grads possess to successfully operate in their first unit of assignment? (Shoot, Move, Communicate, Adapt, Survive) and how do they differ from current POI?



# Definitions



Familiarize: Possesses a basic understanding of task, has seen it, but has not executed it.

Demonstrate: Has successfully accomplished the task under direct supervision at least once.

Proficient: Can successfully accomplish task ~50% of time with limited supervision.

Master: Can successfully accomplish task without supervision near ~100% of time



# **Shoot**

## **Minimum Proficiency Level / Graduation Requirement**

### **BCT**

- Qualify with assigned rifle M4/M16, to include familiarization fire and a maneuver live fire.
- Qualify with hand grenades on hand grenade assault course.
- Successfully conduct a maneuver live fire while operating as a member of a team (Buddy Team LFX)
- Successfully conduct a defensive live fire while operating as a member of a squad

### **OSUT**

- Load/Unload, Correct Malfunctions on an M240 and M240B/C Machine Gun
- Perform a Functions Check on a M240 and M240B/C Machine Gun
- Set Headspace and Timing on a Cal .50 Machine Gun
- Load, Reduce Stoppage, Unload and Clear a Cal .50 Machine Gun
- Load/Unload, Correct Malfunctions on a M249 Machine Gun
- Maintain a MK 19 Automatic Grenade Launcher
- Operate a MK 19 Automatic Grenade Launcher

**F-Familiarize, D-Demonstrate, P-Proficient, M-Master**

**FORGE THE THUNDERBOLT!**



# Shoot

## Target Proficiency Level

### Required Basic Skill



- (F) Familiar with alternate firing positions, including periods of limited visibility.

### OSUT

- (M) Can load, inspect, service 120mm main gun. (19K)
- (M) Can load, unload, HE/AP and operate 25mm Bushmaster Cannon. (19D)
- (D) Able to engage targets with 120mm main gun. (19K)
- (P) Able to engage targets at 50 meters with M9 pistol. (19K)
- (P) Able to call for indirect fires. (19D)
- (D) Able to maintain (P), mount (P), dismount (P), engage targets (D) with an M2 Caliber .50 Machine Gun (19D, 19K), load/unload, operate on M1A1/2. (19K)
- (D) Able to load, unload, maintain, zero M320. (19D)
- (D) Able to load, unload, maintain, zero, engage targets with M203. (19D)
- (D) Can load, unload, perform function check, correct malfunctions, mount, dismount engage targets with the MK 19. (19D)
- (D) Demonstrates operations of the M1 MBT gunners station able to engage targets with 120mm main gun and Coax machine gun. (19K)
- (D) Demonstrates operations of the M2 BFV gunners station able to engage targets with 25mm Bushmaster. (19D)
- (D/P) Familiar with Operation, troubleshoot, mount, dismount (Vehicle/Tripod), LRAS3. (19D)

F-Familiarize, D-Demonstrate, P-Proficient, M-Master

FORGE THE THUNDERBOLT!



# **Move**

## **Minimum Proficiency Level / Graduation Requirement**

BCT

- Pass the Army Physical Fitness Test (APFT) with a minimum of 50 points in each event. (50, 50, 50)
- Complete all foot marches as prescribed, must complete 4/8/12/16KM - BCT
- Complete the confidence and conditioning obstacle courses
- Complete the Team Development Course
- Can lift his/her own body weight without assistance
- Pass a map reading and land navigation written exam
- Complete Move Under Direct Fire Night Infiltration Course.

OSUT

- Pass the Army Physical Fitness Test (APFT) with a minimum of 60 points in each event. (60,60,60)
- Complete all foot marches as prescribed 15 KM for 19K and 20KM for 19D
- Execute Dismount Lane, Forward Operating Base Lane, HMMWV (or 3x5 Mix) Lane -19D
- Complete Patrolling FTX - 19D
- Complete End of Cycle FTX - 19D Cav Stakes
- Perform movement technique during an urban operation - 19D
- Enter a building, engage targets during an urban operation - 19D
- Prepare and operate a vehicle in a convoy - 19D

**F-Familiarize, D-Demonstrate, P-Proficient, M-Master**

**FORGE THE THUNDERBOLT!**



# Move

## Target Proficiency Level

### BCT

- (P) Is physically and mentally fit and can operate as a member of a team
- (P) Able to carry a load during extended tactical foot marches
- (D) Understands and able to perform principles of react to contact battle drill while operating as a member of a team (mounted and dismounted)
- (D) Can move tactically as a member of a team, mounted and dismounted, in any environment
- (D) Can move under direct fire

### OSUT

- |   |   |   |   |  |
|---|---|---|---|--|
| F | D | P | • | (P) Can read maps and use land navigation skills to move from one point to another as a member of a team (19K) and individually. (19D) |
| M |   |   |   |  |
| F | D | P | • | (D) Demonstrate the fundamentals of patrolling and R&S, and basic scout missions. (19D)  |
| F | D | P | • | (M) Can start, stop, and drive M1 MBT. (19K)   |
| F | D | P | • | (D) Can slave start and troubleshoot an M1 MBT. (19K)  |
| F | D | P | • | (D) Demonstrate PMCS of M1 MBT. (19K)  |
| F | D | P | • | (D) Demonstrate both mounted and dismounted maneuver. (19K/19D)  |
| F | D | P | • | (F) Familiar with vehicle recovery/towing of M1 MBT. (19K)   |
| F | D | P | • | (F) Familiar with vehicle recovery/towing of M113 or BFV (19D)   |
| F | D | P | • | (P) Can start, stop, and drive BFV. (19D)  |
| F | D | P | • | (P) Can operate a HMMWV. (19D)   |
| M |   |   |   |  |

F-Familiarize, D-Demonstrate, P-Proficient, M-Master

FORGE THE THUNDERBOLT!



# Communicate

## Minimum Proficiency Level / Graduation



### OSUT

- Prepare SINCGARS radio for operation - 19D
- Call for/Adjust Indirect Fire - 19D
- Perform voice communications - 19K

**F-Familiarize, D-Demonstrate, P-Proficient, M-Master**

**FORGE THE THUNDERBOLT!**



# Communicate

## Target Proficiency Level



### BCT

- (P) Can effectively exchange thoughts and ideas, verbally and visual, as required by the mission
- (P) Can operate a radio and perform basic voice communications
- (P) Competent in visual signaling techniques

### OSUT

- |   |   |   |  |
|---|---|---|--|
| F | D | P |  |
| F | D | P |  |
| F | D | P |  |
|   | M |   |  |
| F | D | P |  |
| F | D | P |  |
| F | D | P |  |
|   | M |   |  |
- (P) Perform FM communication mounted and dismounted. (19K, 19D)
  - (D) Ability to operate Vic-3 Radio system on M1 MBT. (19K)
  - (D) Ability to operate common communications equipment (ASIP PRC-117, MBITR PRC-148, PRC-104, COM-201) (19D)
  - (F) Familiar with placing EPLRS into operation. (19D)
  - (P) Can conduct observation to accurately identify & communicate intelligence information to higher HQs(19D)
  - (D) Demonstrate how to upload SOI data with an SKL. (19K, 19D)
  - (F) Familiar with OE-254 communication antenna. (19D)

**F-Familiarize, D-Demonstrate, P-Proficient, M-Master**

**FORGE THE THUNDERBOLT!**



# ***Adapt and Survive***

## ***Target Proficiency Level***



changes/threats

- **(F) Maintain Personal awareness/every Soldier a sensor**

Complete the protective mask confidence exercise IAW the appropriate TSP

- **Complete FTX 1, 2, and 3 as prescribed in the appropriate TSP**
- **Complete the Confidence Tower and Confidence Obstacle Course as prescribed in the appropriate TSPs**

### **OSUT**

- **Judgment Based Skills Training (escalation of force)**
- **Complete scenario driven culminating FTX - (19K)**
- **CAV Stakes - (19D)**

***F-Familiarize, D-Demonstrate, P-Proficient, M-Master***

***FORGE THE THUNDERBOLT!***



# ABOLC Outcomes

## Lead a Tank or Scout Platoon

### ABLE TO LEAD SOLDIERS ACROSS A RANGE OF MILITARY OPERATIONS (LIV/DPLA)

**A leader of character who is able to understand, visualize, and describe their operational environment; make and articulate**

### DEMONSTRATES ADAPTABILITY (RESILIENCE)

**A comprehensively fit, self-disciplined officer who pushes past pre-conceived limits, thrives in chaos and perseveres despite obstacles.**

### DEMONSTRATES TECHNICAL PROFICIENCY

Demonstrates proficiency in doctrinal, mechanical, and administrative tasks associated with tank and scout platoons.

### DEMONSTRATES TACTICAL PROFICIENCY

Demonstrates the science and art of organizing an Armor or Cavalry formation, employing weapon systems and integrating assets to defeat the enemy.

## ABOLC LEARNING OUTCOMES:

### ABLE TO LEAD SOLDIERS

DEMONSTRATES ABILITY TO MANAGE RISK ISO MISSION ACCOMPLISHMENT

DEMONSTRATES COMMITMENT TO THE ARMY VALUES AND PROFESSION

DEMONSTRATES ABILITY TO EFFECTIVELY COMMUNICATE IN THE FORM OF ORDERS OR TECHNICAL INSTRUCTION

PROFICIENT IN TROOP LEADING PROCEDURES

DEMONSTRATES ABILITY TO ANTICIPATE OUTCOMES OF TACTICAL DECISIONS

DEMONSTRATES ABILITY TO COMMUNICATE OBSERVATIONS IN A MANNER RELEVANT TO COMMANDER'S DECISION MAKING NEEDS

### DEMONSTRATES ADAPTABILITY

ABLE TO THINK AND PERSEVERE UNDER PHYSICAL AND MENTAL PRESSURE

DEMONSTRATES INITIATIVE AND ADAPTABILITY IN NEW AND DEMANDING SITUATIONS

DEMONSTRATES ABILITY TO MANAGE CHANGING REQUIREMENTS FOR MISSION ACCOMPLISHMENT

### DEMONSTRATES TECH PROF

PROFICIENT IN COMMON CORE TASKS ASSOCIATED WITH THE ARMOR BRANCH

DEMONSTRATES DOCTRINAL UNDERSTANDING

DEMONSTRATES OPERATIONAL READINESS AT PLT LEVEL

DEMONSTRATES COMMITMENT TO LIFE-LONG LEARNING

### DEMONSTRATES TAC PROF

DEMONSTRATES ABILITY TO EMPLOY MOBILE, PROTECTED FIREPOWER

DEMONSTRATES ABILITY TO CONDUCT RECONNAISSANCE AND SECURITY OPERATIONS

ABLE TO APPLY SKILLS BASED ON MISSION AND SITUATION

DEMONSTRATES ABILITY TO EMPLOY IDF AND JOINT FIRES EFFECTIVELY IN SUPPORT OF THE MISSION

DEMONSTRATES UNDERSTANDING OF ARMOR'S ROLE IN COMBINED ARMS MANEUVER

DEMONSTRATES COMPETENCE TO IMPLEMENT A DECISION (TECH/TAC SKILLS AND ABILITIES)



# Shoot



## Required Skill

- (M) Understands and able to perform principles of react to contact battle drill while operating as a member of a team (mounted and dismounted).
- (M) Can employ M249, M240B, Weapons' Optics, Laser Aiming Devices, and NVGs.
- (M) Handles and maintains weapons safely and confidently.
- (M) Able to construct a weapons range card and individual sector sketch.
- (M) Can load, inspect, service 120mm main gun. (19K)
- (P) Able to engage targets with 120mm main gun. (19K)(Simulated Skills Trainer)
- (P) Able to call for indirect fires. (19D)(Simulated Skills Trainer) under the new POI `OCT 2015
- (D) Demonstrates operations of the M1 MBT gunners station able to engage targets with 120mm main gun and Coax machine gun. (19K) (Simulated Skills Trainer)
- (D) Demonstrates operations of the M3 BFV gunners station able to engage targets with 25mm Bushmaster. (19D) (Simulated Skills Trainer)

## All Tasks are reinforced during the FTX

- AR ALC
- Load/Unload, Correct Malfunctions on an M240 and M240B/C Machine Gun
- Perform a Functions Check on a M240 and M240B/C Machine Gun
- Set Headspace and Timing on a Cal .50 Machine Gun
- Load, Reduce Stoppage, Unload and Clear a Cal .50 Machine Gun
- Load/Unload, Correct Malfunctions on a M249 Machine Gun



# Move



## Required Basic Skills

- (P) Is physically and mentally fit and can operate as a member of a team
- (P) Able to carry a load during extended tactical foot marches
- (P) Understands and able to perform principles of react to contact battle drill while operating as a member of a team (mounted and dismounted)
- (P) Can move tactically as a member of a team, mounted and dismounted, in any environment
- (P) Can move under direct fire
- (P) Can read maps and use land navigation skills to move from one point to another as a member of a team (19K) and individually. (19D)(Currently a graduation requirement)
- (P) Demonstrate the fundamentals of patrolling and R&S, and basic scout missions. (19D)
- (M) Can start, stop, and drive M1 MBT. (19K)
- (P) Can slave start and troubleshoot an M1 MBT. (19K)
- (P) Demonstrate PMCS of M1 MBT. (19K)
- (P) Demonstrate both mounted and dismounted maneuver. (19K/19D)
- (P) Familiar with vehicle recovery/towing of M1 MBT. (19K)
- (P) Can start, stop, and drive BFV. (19D)
- (P) Can operate a HMMWV. (19D)

**\*The ability to articulate maneuver techniques, battle drills and tasks are evaluation during the Culminating Terrain Board Examination.**

### Graduation Requirement

## AR ALC

- Pass the Army Physical Fitness Test (APFT) with a minimum of 60 points in each event (60,60,60)
- Pass a land navigation performance examination

**\*All tasks will be reinforced/evaluated during FTX**



# ***Communicate***



## **Required Basic Skills**

- **(M) Can effectively exchange thoughts and ideas, verbally and visual, as required by the mission**
- **(M) Can operate a radio and perform basic voice communications**
- **(M) Competent in visual signaling techniques**
- **(M) Perform FM communication mounted and dismounted. (19K, 19D)**
- **(P) Ability to operate Vic-3 Radio system on M1 MBT. (19K)**
- **(M) Ability to operate common communications equipment (ASIP PRC-117, MBITR PRC-148, PRC-104, COM-201) (19D)**
- **(P) Familiar with placing EPLRS into operation. (19D)**
- **(M) Can conduct observation to accurately identify & communicate intelligence information to higher HQs(19D)**

## **Graduation Requirement**

### **AR ALC**

- **Score a minimum of 70 points out of 100 on the Personal experience Monograph**
- **\*Other communication requirements are reinforced/evaluated in the FTX**



## Question 3:

Platform Proficiency: What level of proficiency should IET Graduates possess in mounted precision gunnery and mounted maneuver?



# **Platform Training (Mounted Precision Gunnery)**



# SHOOT - 19K OSUT Gunnery Initiatives



## All 19K Soldiers will:

- ✓ Prepare Gunner Station/  
Every 19K Student Fires Main Gun
- ✓ Receive AARs (with Video)  
(Emphasis on target hits and crew coordination)
- ✓ EIA candidates Conduct  
Offensive Machine Gun  
Engagement
- ✓ Conduct one CBRN day  
Engagement
- ✓ Engage targets from the  
Berm and conduct proper  
vehicle movement
- ✓ Install Speakers in bleacher  
area
- ☐ All 19K will conduct Main





# SHOOT - 19D OSUT Gunnery Initiatives



## All 19D Soldiers will:

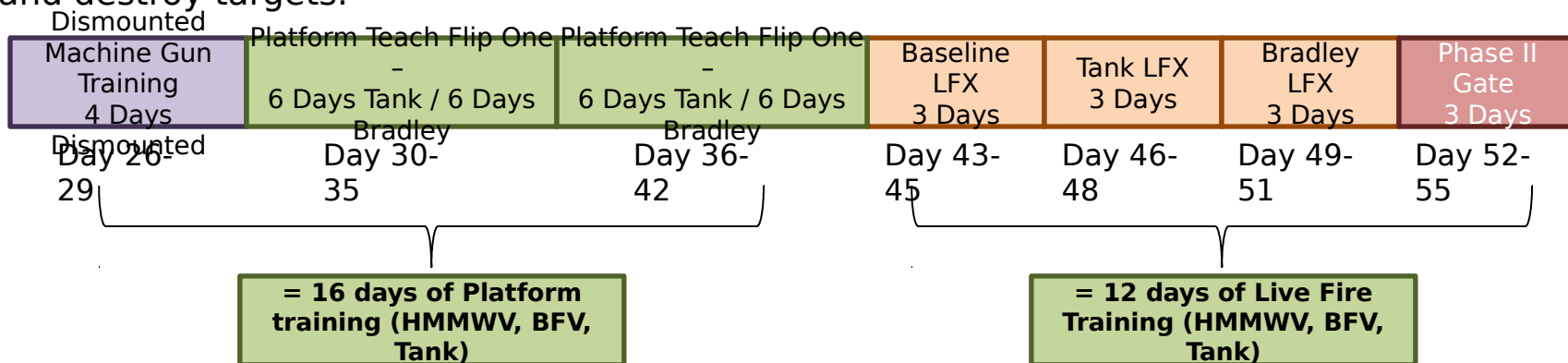
- ✓ Operate M4 (CCO/PEQ)
- ✓ Operate M2. M240, MK19
- ✓ Load TOW Missiles
- ✓ Call for Fire\*
- ✓ Demolitions
- ✓ Engage Targets with the AT-4
- ✓ Engage Targets with the M242 25mm \*
- ☐ Increase Live fire exercise
- ☐ Bradley/Stryker/ITAS LFX \*
- ☐ ~~Light Scout Truck LFX \*~~





# ABOLC Platform Training

**Purpose Platform Training:** To provide a crew and platform specific instruction and skills in order to allow Cadre to assess students ability to apply crew-level fundamentals to engage and destroy targets.



## Mounted, Precision Gunnery / Live Fire

- 28 days of instruction and practical application
  - 8 hours of AGTS
  - 8 hours of BATS
  - Gun Theory and Fire Control System
  - Turret readiness
  - Boresight and LFAST procedures
  - Automotive Theory and hull readiness (includes PMCS)
- 12 days of training on Mounted, Precision Gunnery (BFV and Tank)
- 6 days of Mounted, Precision Live Fire (BFV and Tank)

## Emphasis on Each Student's Ability To:

- Prep to fire checks and ready the platform for operations
- Safely operate the platform, to include turret manipulation
- Execute direct fire engagement process
- Effectively communicate and synchronize the crew using proper fire commands and crew drills
- Engage and destroy targets (speed and accuracy)
- Communicate with higher

## BFV & Tank Live Fire

- 1 x defensive engagement, 2 x offensive engagements
- Graded IAW HBCT Gunnery standards (abbreviated to meet fewer engagements)
- All live fires include formal AAR process with certified VCEs
- On range PMCS



# Platform Training (Mounted Maneuver)



# 19K OSUT Mounted Maneuver Initiatives



## End of Cycle FTX Tank Maneuver:

- ✓ All 19K POI requirements are now met
- ✓ Primary Location is the Good Hope Training Area
- ✓ Basic Platoon formation driving (wedge, line, echelon left/right, Vee, and Bounding)
- ✓ AA procedures during Maneuver Operations
- ✓ Drivers Training focused on route planning and terrain effects
- ✓ Berm drills and currently testing four tanks integration
- ❑ Conduct mounted maneuver in urban terrain
- ❑ Conduct training on mounted land navigation





# 19D OSUT Maneuver Initiatives



- ✓ Operate as a dismount from vehicle platform (Bradley/HMMWV)
- ✓ Maneuver in Urban Terrain
- ✓ Drive the HMMWV, Bradley, Stryker
- ✓ Move and maneuver as a Scout Team/Squad
- ✓ Navigate Dismounted\*
- ✓ Infiltration
- ❑ Emphasis on unit of assignment vehicle platform

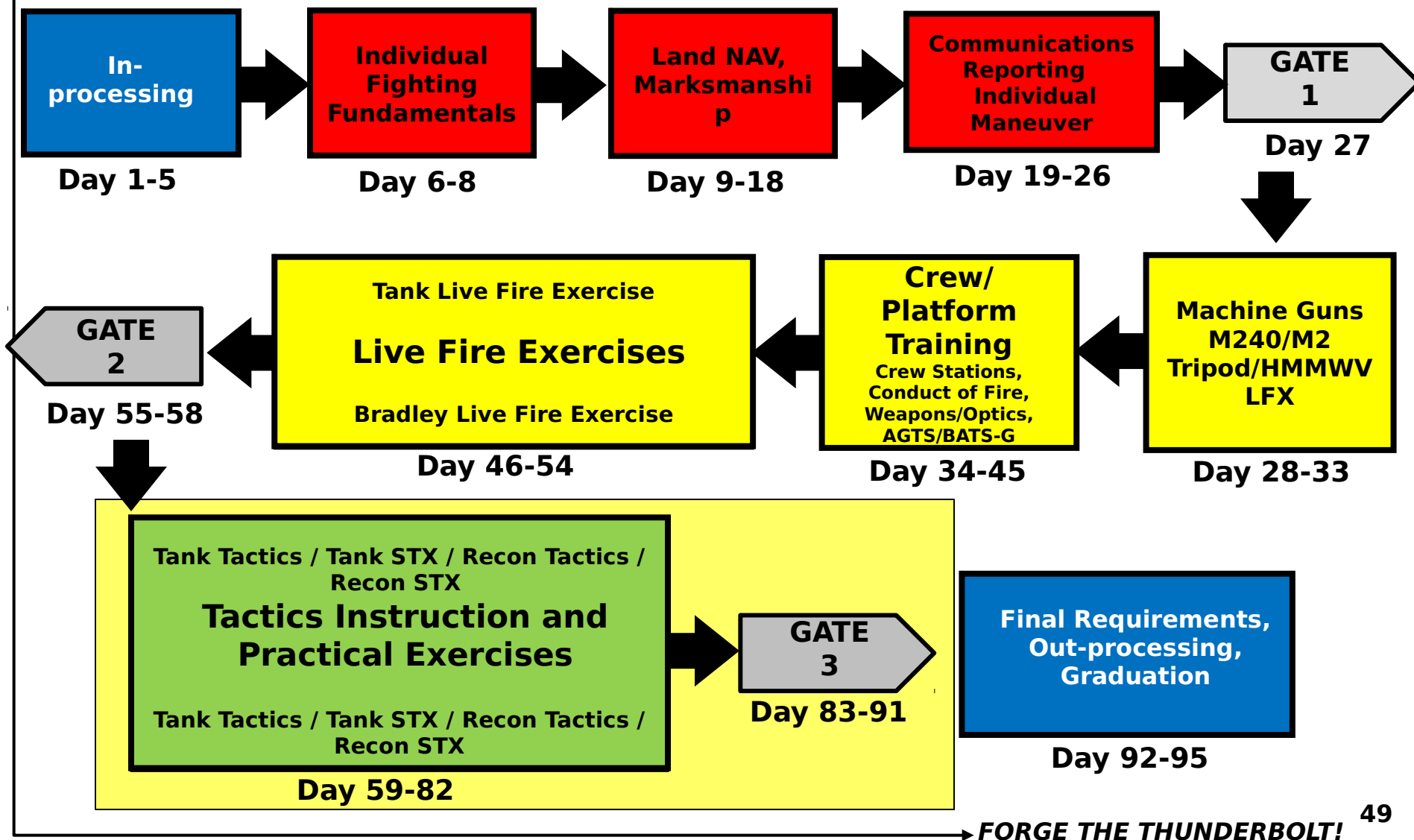


\* Working towards 1:1 ratio

→ FORGE THE THUNDERBOLT!



# ABOLC Mounted Maneuver Training



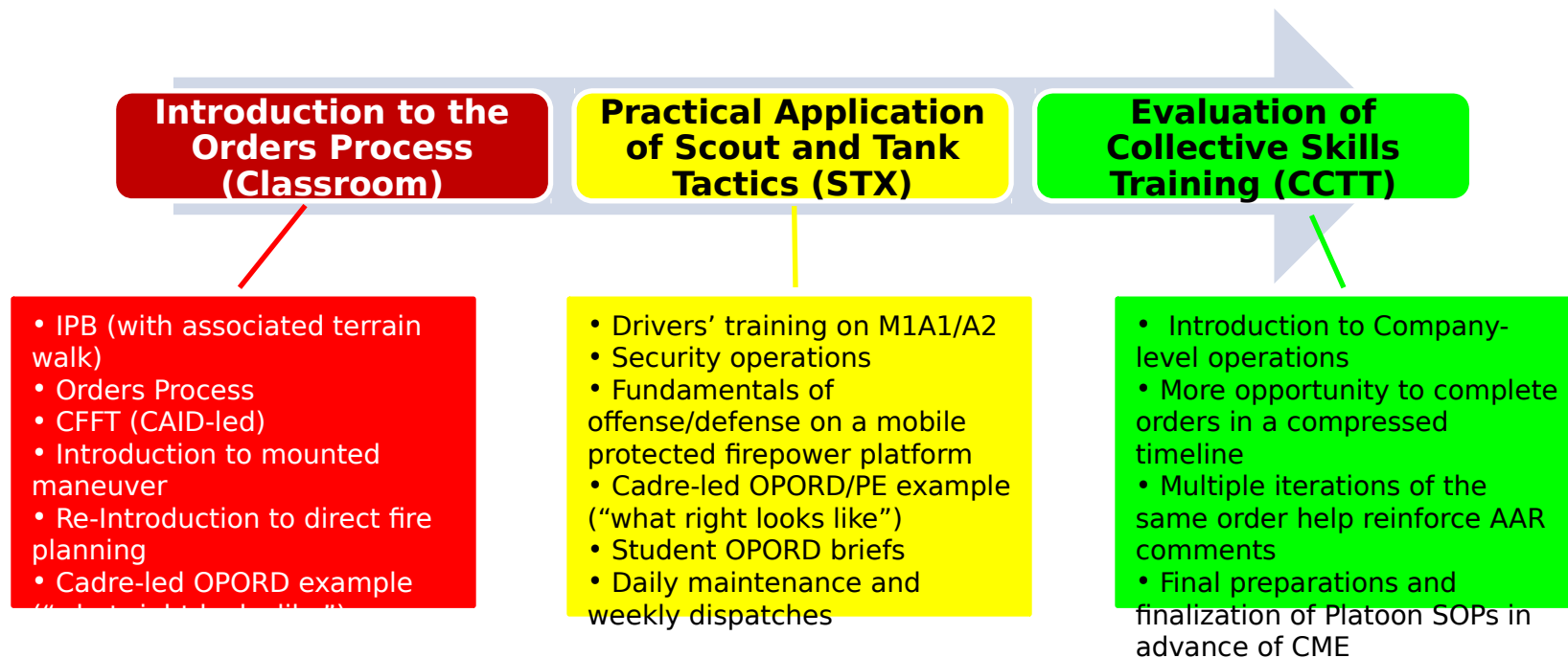


# ABOLC Mounted Maneuver Training



**Tactics Phase:** To provide the introduction to collective tasks at the platoon level. Students receive more in-depth instruction in orders development, **tactical deployment of mobile protected firepower platforms**, rehearsals and maintenance in preparation for the summative assessment they will receive at the CME.

**Conducted in three phases - Classroom Instruction, Practical Application (STX) and Evaluation of Collective Skills**

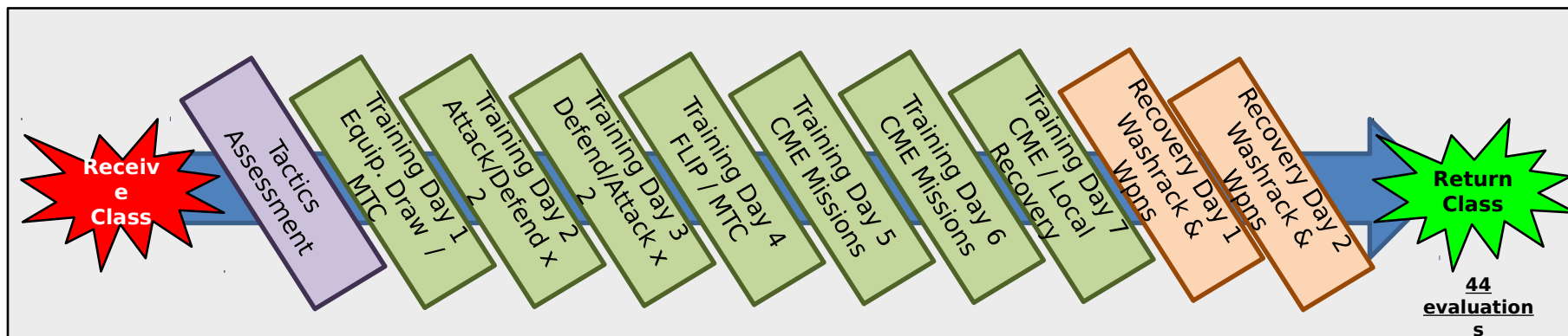




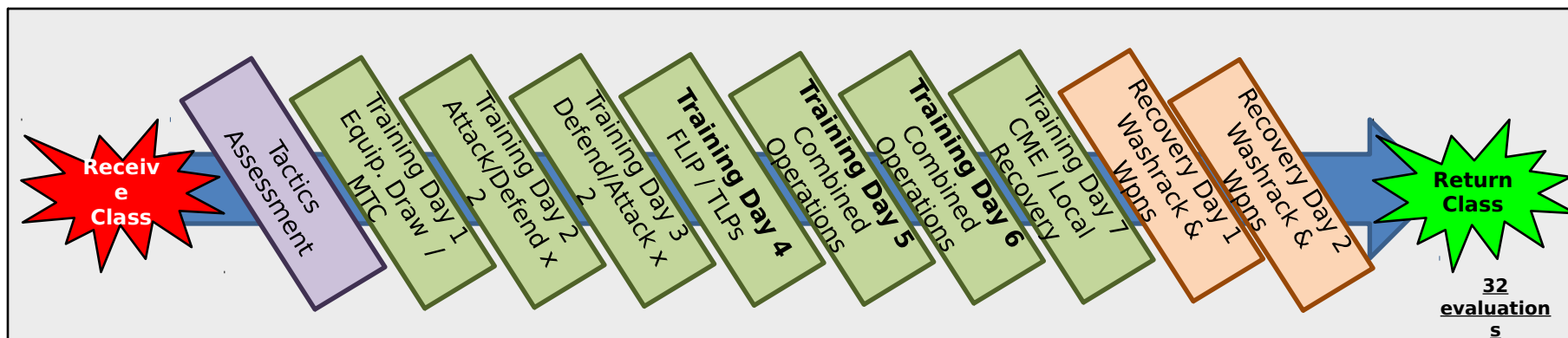
# ABOLC Mounted Maneuver Training

**Purpose of the CME:** To provide a **summative assessment** for cadre to observe student ability and provide feedback on their **application** of platoon-level fundamental skills and knowledge to resolve specific military problems.

## ABOLC-Pure CME



## Combined CME



### Combined CME

- Integrates ABOLC, IBOLC, MCCC, and other MCoE units into a 3 day, combined arms FTX.
- Increases multi-echelon leader development (MELD) training across the 199<sup>th</sup> IN BDE and the MCoE.
- Increases combined arms training.
- Working to better align ABOLC and IBOLC calendars to better synch end of course exercise.
- MCCC provides CPTs for all traditional missions - ABOLC-Pure CME and Combined CME



## Question 4:

Are current ABLOC/ALC graduates demonstrating an understanding of troop leading procedures and mission orders? What level of proficiency should an ABOLC/ALC graduate posses?



# ABOLC TLPs and Mission Orders



## ABOLC OPORD CHECKLIST

Introduction			Weather and Light Data								
Did he introduce himself?	Y/N		Overall, weather favors...		Friendly	Enemy					
Did the LT orient his PLT to the terrain board?	Y/N		Wind (and deductions)		Y	N					
Was task org identified before the brief?	Y/N		Visibility (and deductions)		Y	N					
Did he arrange the other students in some manner in order to brief easier?	Y/N		Temperature/Humidity (and deductions)		Y	N					
			Cloud Cover (and deductions)		Y	N					
			Precipitation (and deductions)		Y	N					
Terrain			Enemy Situation								
Overall, terrain favors...	Friendly	Enemy	ENY represented on terrain model?		Y	N					
Observation	Y	N	General Situation		Y	N					
Avenues of Approach	Y	N	Composition		Y	N					
Key Terrain	Y	N	Disposition		Y	N					
Obstacles	Y	N	Strength		Y	N					
Cover and Concealment	Y	N	Course of Action		ENEMY COA						
Friendly Situation											
Battalion/Task Force Mission			Who	What	Where	When	Why				
Company/Company Team Mission			Who	What	Where	When	Why				
Platoon Mission											
Who	What	Where	When	Why	(said twice)	Who	What	Where	When	Why	
Friendly Course of Action Statement											
Scheme of Maneuver						Concept of the Operation					
	Phase 1	Phase 2	Phase 3	Phase 4	Phase 5	Phase 1	Begins	Ends	Key Task		
Begins						Phase 2	Begins	Ends	Key Task		
Ends						Phase 3	Begins	Ends	Key Task		
Key Task						Phase 4	Begins	Ends	Key Task		
O-O-M						Phase 5	Begins	Ends	Key Task		
Formation						Indirect Fire Plan					
Speed						TGT	Task	Purpose	Mission	Endstate	
Route											
MEDEVAC											
Recovery											
WPN Control Status											
Movement Tech											
Reaction to Contact											
Recon Focus											
Pace/Tempo											
Battle Carry											
Direct Fire Plan											
Sustainment						Command and Signal					
	Scheme of Support		Sustainment Plan			Chain of Command		Y	N		
Phase 1	Y	N	Phase 1	Y	N	Primary FREQ		Y	N		
Phase 2	Y	N	Phase 2	Y	N	Near/Far		Y	N		
Phase 3	Y	N	Phase 3	Y	N	PACE for Dismounts		Y	N		
Phase 4	Y	N	Phase 4	Y	N						
Phase 5	Y	N	Phase 5	Y	N						
Lieutenant Briefing						Date		Cadre			

Paragraph 1: Situation

Paragraph 3: Execution

- OPORD **standards** and grade sheet aligned with FM 6-0
- Nested w/ MCCC
- Incorporates the DATE Scenario
- OPORD instruction is 4 of the first 6 days of STX; OPORD development is continuously refined through field training; students brief up to 4 orders per STX rotation
- Cadre members evaluate orders based on the grade sheet in order to provide directed feedback to students briefing; completed checklists are retained at STX for further improvement and the parent troop to assist in overall evaluation



# ABOLC TLPs and Mission Orders



**Objective  
Assessment  
(FM 6-0;  
Nested w/  
MCCC;  
Checklist,  
Process-  
driven)  
Subjective  
Assessment  
(Intangibles  
; "Yes,  
but...")**

CME ASSESSMENT			
Date:		Student Name:	
Position:		Cadre Name:	
Overall CME Rating:			
Scoring:		1-Unable, 2-Novice, 3-Able, 4-Proficient	
Course Outcomes:		Definition	
Leadership	A leader of character who is able to understand, visualize, and describe their operational environment; make and articulate decisions, and direct, lead, and assess operations at the platoon level.		
Technical Proficiency	Demonstrates proficiency in doctrinal, mechanical, and administrative tasks associated with tank and scout platoons.		
Tactical Proficiency	Demonstrates the science and art of organizing an Armor or Cavalry formation, employing weapon systems and integrating assets to defeat the enemy.		
Adaptability	A comprehensively fit, self-disciplined officer who pushes past pre-conceived limits, thrives in chaos and perseveres despite obstacles.		
Evidence of Learning:		Instructions	
Tactical decisions made under pressure are evidence of judgement		Average the tabbed scores, and write score next to the bold titles.	
Technique choice decisions are evidence of ability to combine skill and experience		Average the bold titles, and write score next to the highlighted "Planning" and "Execution."	
Process decisions are evidence of knowledge of professional procedures, technical requirements, and capabilities and limitations		Average the Planning and Execution, and write score next to Overall CME Rating.	
Execution provides observable evidence of ability to meet required expectations by leaders and soldiers, including both tangible and intangible measures.		Write justifications for scores on page two.	
Score		Score	
Planning	Execution		
Issue a Warning Order	5 paragraph format used? Did it have a timeline? Was all pertinent info disseminated?	Movement	
Priorities of Work	Average of tabbed	Movement Technique	Did it make sense based on necessary speed and likelihood of enemy contact based on PL's plan?
Security	Did they maintain 360 degree security while conducting TLPs?	Formation	Did it make sense based on necessary speed and likelihood of enemy contact based on PL's plan?
Vehicle and Weapons Maintenance	Did they DMCS vehicles and weapons and clean equipment during TLP?	Security	Did the PL Team maintain 360 degree security on the move?
Rest Plan	PB, PCC/PCIs, Priorities of Work, WARNO, Time Management, TAA Operations, Planned Along With Other PL, Supplies Requested.		Movement Technique and Formations Make Sense, Maintains Security, Navigation, Use of Terrain.
Supplies Requested			
PCCs/PCIs			
Teamwork			
IPB Conducted			
MCOO/GTAO Created			
THREATTEMP Created			
Issue the Order			
Communicated Logically and Effectively	OPORD Format, Communication Technique, Plan Understood at All Levels.		Adapts Plan to Reality, Makes Decisions, Shows Initiative, Form of Maneuver.
Briefing Tools			
5 Paragraph Format Used			
Correct Mission Statement			
Graphic Control Measures			
Scheme of Maneuver			
Sound Tactical Thought			
Scheme of Maneuver: Sound Tactical Thought, Plan Meets Commander's Intent, Works with Other PL's Plan, Understands Capabilities and Limitations.		Clear Orders and Guidance, Rapid and Accurate Reporting.	
Direct Fire Planning (Tank PLT) or IDF Plan (Recon PLT) Makes Sense and Prevents Fratricide		Teamwork, Communication between PLTs, Passage of Lines	
PLT and TM Rehearsals (Attendees, type of rehearsal), Plan Refined, Locations of Friction Identified.		Use of IDF: Proper Format Used, Accurate Missions, Effects on Enemy.	

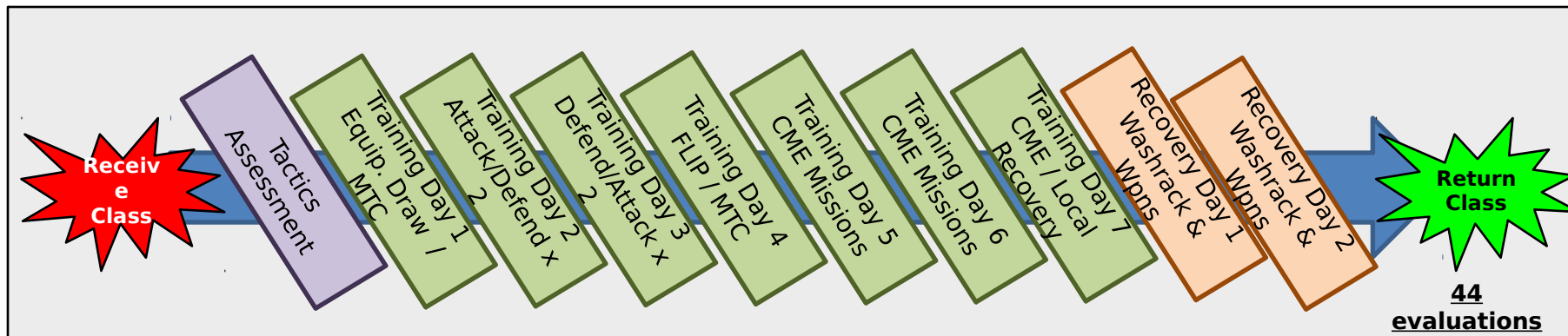
Grading Rubric is a two part document that allows for both **objective** assessment and **subjective** assessment of student performance

→ **FORGE THE THUNDERBOLT!**

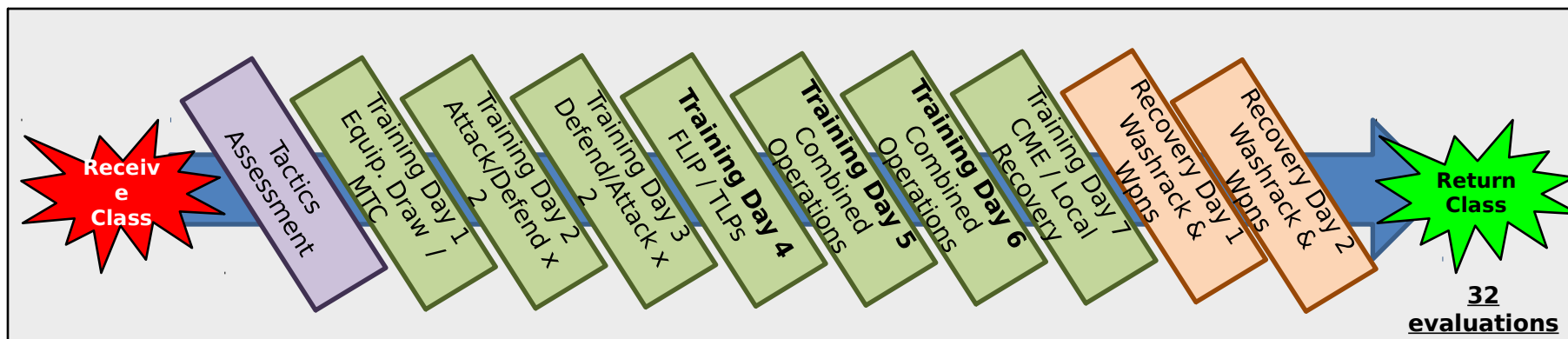


# ABOLC TLPs and Mission Orders

## ABOLC-Pure CME



## Combined CME



### Combined CME

- Integrates ABOLC, IBOLC, MCCC, and other MCoE units into a 3 day, combined arms FTX.
- Increases multi-echelon leader development (MELD) training across the 199<sup>th</sup> IN BDE and the MCoE.
- Increases combined arms training.
- Working to better align ABOLC and IBOLC calendars to better synch end of course exercise.
- MCCC provides CPTs for all traditional missions - ABOLC-Pure CME and Combined CME



# Backup Slides





# TRADOC Priorities



*Design the Future Army → Develop Army Leadership → Accession and Build the Army*

## *Create a Versatile, Tailorable Future Force*

- Develop, Evaluate, and Integrate Capabilities
- Concepts, Strategies, and Innovation for the Future Force

## *Develop Innovative, Agile Leaders*

## *Build a Lethal, Decisive Army*

- Recruit, Accession, and Initial Military Training
- Training Development, Training Support, and Functional Training
- Doctrine



## *Create a Versatile, Tailorable Future Force*

*Regionally Engaged*



*Globally Responsive*

## *Develop Innovative, Agile Leaders*

- The Army Profession
- Leader Development
- Professional Education
- Mission Command

## *Build a Lethal, Decisive Army*

*Recruiting & Assessing...*



*first unit of assignment*

# Changes in Operational Environment = Changes in Army Guidance



## National Security Strategy

MAY 2010



American interests are enduring. They are:

- The security of the United States, its citizens, and U.S. allies and partners;
- A strong, innovative, and growing U.S. economy in an open international economic system that promotes opportunity and prosperity;
- Respect for universal values at home and around the world; and
- An international order advanced by U.S. leadership that promotes peace, security, and opportunity through stronger cooperation to meet global challenges.

## National Military Strategy

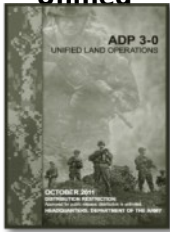
2011



Our strategy, forged in war, is focusing on fielding modular, adaptive, general purpose forces that can be employed in the

## ADP 3-0: Unified

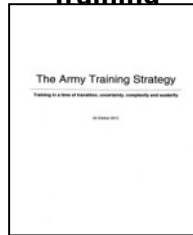
OCT 2011



### Anticipated Operational Environment

- US must project power into region, **opposed**
- US must **seize** at least one base of operations (maybe more)
- **Threat of WMD** will require dispersal of US forces and decentralized operations
- Size of theater (space and population) will **exceed US ability** to control

## The Army Training Strategy

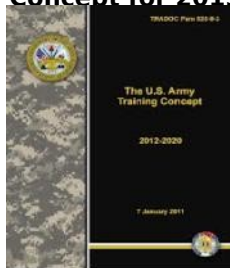


While the Army continues to fight in Afghanistan and maintains a range of global engagements, we must simultaneously begin transitioning from a decade focused on counter-insurgency operations to a smaller, **more versatile Army** that will take on a **broader range of missions** in support of national defense objectives. The Army is transitioning to regionally aligned forces characterized by **operational adaptability**; an agile, responsive, tailorable force capable of responding to

**full range of military operations.**

## US Army Learning Concept for 2015

JAN 2011

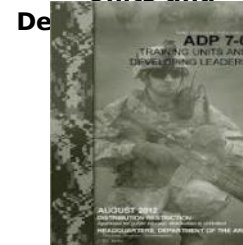


**Establish a full spectrum frame of mind** in all learners, while maintaining flexibility to adapt learning content to meet operational demands. Establishes the 9 x 21<sup>st</sup>

Century Competencies for the

## Army mission, anytime, anywhere. Units and

AUG 2012



### Table 1-1. The Army principles of unit training

- Commanders and other leaders are responsible for training.
- Noncommissioned officers train individuals, crews, and small teams.
- Train to standard.
- Train as you will fight.
- Train while operating.
- Train fundamentals first.
- Train to develop adaptability.
- Understand the operational environment.
- Train to sustain.
- Train to maintain.
- Conduct multiechelon and concurrent training.

**We can no longer optimize the Army for a particular type of warfare. Current BCT Course Map is COIN focused.**





# The US Army's Desired Outcomes

## *21<sup>st</sup> Century Soldier Competencies*



The set of critical core competencies that provide a  
foundation for operational adaptability - TRADOC PAM  
525-8-2

1. Character and accountability - D
2. Comprehensive fitness - P
3. Adaptability and initiative - D
4. Lifelong learner (includes digital literacy) - F
5. Teamwork and collaboration - M
6. Communication and engagement - D  
(oral, written, negotiation)
7. Critical thinking and problem solving - D
8. Cultural and joint, interagency, intergovernmental, and multinational competence - F
9. Tactical and technical competence - D  
(full spectrum)

Instilled  
at  
OSUT



# Armor Crewman (19K) One Station Unit Training



Begins the transformation of civilians into adaptive, flexible, and disciplined Armor Crewman who become physically fit, disciplined, mentally tough, and resilient. Trainees understand the customs and courtesies as well as the Army Values and Warrior Ethos, and are capable of functioning as a member of a team. Graduates will be proficient with the M4 rifle, M240 Machine Gun, M2 Caliber, M9 Pistol and be able to demonstrate how to maintain and operate the .50 Machine HB or with M10 Charger, M249, M203/M320, AT-4, and hand grenades. Graduates are trained to react to man-to-man combat as well as perform lifesaving battlefield First Aid; able to read maps and navigate from point to point as a member of a team; can operate a radio and perform basic voice communications. Graduates will demonstrate how to operate in a CBRN environment and capable of maintaining and donning their protective mask. They will demonstrate ability to employ fire and maneuver at the team level. 19K OSUT graduates will demonstrate ability to identify Armed Fighting Vehicles (AFVID). They will be proficient as a 19K SL1 driver on an M1 Series Tank and familiar with mounted maneuver, maintenance, vehicle recovery. They will be a master of loading the 120mm Main Gun and demonstrate operational knowledge of the gunner's station and live fire fundamentals.



# Cavalry Scout (19D) One Station Unit Training



Begins with the transformation of civilians into fit, skilled and adaptive Cavalry Scouts. 19D OSUT graduates will be confident in their ability to succeed in the Army, possess a basic level of competence using their personal weapons and equipment, are prepared for the physical challenges of their units' missions, and are moving towards self-discipline. Graduates can proficiently operate and maintain their personal equipment, can assist in the operation and maintenance of their Squad's equipment as part of a team, and are familiar with Cavalry's unique role, missions and traditions as well as the fundamentals of reconnaissance and security. 19D OSUT graduates are proficient in the M4 Carbine and can demonstrate operating and maintaining the M240 Machine Gun, M2A1 Caliber .50 Machine Gun, MK19, M203/M320, AT-4, hand grenades and become familiar with the LRAS. Graduates are capable of providing lifesaving battlefield First Aid. Each graduate gain proficiency in land navigation to include route selection and terrain association. Soldiers will demonstrate individual and team battle drills that enable Cavalry units to conduct missions IAW the Fundamentals of Reconnaissance. They can put a radio into operation, provide higher headquarters with SPOT/SALUTE reports, and are capable of calling for indirect fires. Each Soldier will demonstrate how to use their mobility platforms based on their first unit of assignment. Graduates receive focused maintenance, driver's, and live training on either a M3A3 Bradley, a Stryker Reconnaissance Vehicle or the M1151 Uparmored HMMWV. Soldiers assigned to ABCTs will demonstrate how to load and operate the Bradley 25mm Bushmaster Cannon, while those assigned to Stryker and light units will conduct machine gun live fire off of those platforms. IBCT assigned Troopers will receive TOW ITAS training. Soldiers will also gain proficiency with driving combat vehicles both controlled and field

environments. Soldiers are ready to contribute as motivated and proactive members



# **Cavalry Scout (19D) OSUT MISSION**

**5<sup>th</sup> Squadron, 15<sup>th</sup> Cavalry Regiment transforms volunteers into self-disciplined, competent, confident and resilient Cavalry Scouts; simultaneously the Squadron develops and empowers its Cadre to become experts and valued members of the Profession of Arms, while embracing and caring for all Families.**

## **19D OSUT GOALS**

**To produce Cavalry Troopers who are confident in their ability to succeed in the Army, possess a basic level of competence using their personal weapons and equipment, are prepared for the physical challenges of their units' missions, and are moving towards self-discipline.**

**Scouts that can proficiently operate and maintain their personal equipment, can assist in the operation and maintenance of their Squad's equipment as part of a team, and are familiar with Cavalry's unique role, missions and traditions and with the fundamentals of reconnaissance and security.**

**Soldiers are ready to contribute as motivated and proactive members of a Scout Squad upon arrival at their first unit of assignment, and are committed to living by the Army Values and developing into professional Cavalrymen.**



# 19D OSUT Intangibles

**Intent:** Develop Squadron product for cadre to utilize/reference while executing 19D OSUT

Product will identify training and engagement methods to adjust SIT behaviors in ten

critical areas of emphasis by changing conditions

These methods will push SITs to independently execute tasks that are now directed by cadre

**Endstate:** 5-15 CAV produces professionally responsible 19Ds who are trained to exercise personal initiative and contribute to their first unit of assignment. SITs will be able to independently:

• Develop training focused around the Principles of ASLTE

• Adjust conditions and expectations higher to produce outcome behavior

• Develop AAR/reflective questions that allow SITs to think and benefit from peer feedback

• Defined measurable effectiveness



1. Hydrate under various conditions

2. Coming prepared for work

3. Prepare/pack for field operations

4. Conduct proper hygiene

5. Practice military customs and courtesies

6. Conduct priorities of work

7. Conduct worthwhile PT on their own

8. Exercise effective self-study habits

9. Execute basic recovery

• Allow SITs to become problem

operations

FORGE THE THUNDERBOLT!



# POI Revision

- 19K10-validated July 14, Implement FY'15
- 19D10-validated Aug 14, Pilot FY'15, Implement FY'16





# 19K OSUT POI Revision



**Red Phase**  
**Wk 0-3**

**White Phase**  
**Wk 4-6**

**Blue Phase**  
**Wk 7-8**

**Black Phase**  
**Wk 9-13**

**Gold Phase**  
**Wk 14-15**

4KFM	8KF	12KF	16k		
D&C	AT LEVEL 1		HAND GRENADE	PREP DRVR	TANK LFX
UNIFORM & INSPECTIONS	RM 8-13		BUDDY TEAM LFX	PREP GNR	VEHICLE RECOVERY
MIL CUSTOMS & COURTESY	LAND NAV II		NIGHT INFIL CRS	PREP LDR	AA OPERATIONS
TEAMWORK DEV CRS	OPS AND CULTURE		COMBATIVES II	VEHICLE ID	MOUNTED MANVR
PERSONNEL RECOVERY	EOF/IBST		CIED	ANCD/SKL	ADVANCED DRIVE
CONDITIONING OBST CRS	COMBATIVES I		VOICE COMMUNICATIONS	TANK OP & MAINT	RECOVERY
FIRST AID	CONFIDENCE CRS		CONFIDENCE TOWER	POM M240	GRADUATION
EQUAL OP / SHARP	BASIC PATROLING		URBAN OPS	POM .50 CAL	
ARMY VALUES	COMMO SINCGR/ASIP		CONVOY OPERATIONS	TGST	
LAND NAV I	M240 & M249			DRIVER SIM	
CBRN	M203 & AT-4			DRIVER COURSE	
GAT				CREW EVACUATION	
CIIP				M9 EST & RANGE	
LAW OF WAR				CCTT	
RM 1-7					
		FTX-1&2	FTX-3		TANK GUNNERY
					EOC FTX

ADDITION

DELETION

★ REVISION



# 19 D SCOUT - OSUT

## **Familiarization**

- Engage targets with the AT-4
- Vehicle/Equip ID
- Operate as a dismount from vehicle platforms
- Engage targets with the M242 25mm\*
- Maneuver in Urban Terrain
- Demolitions
- Combatives
- C-IED

## **Demonstrate**

- Engage targets with M240, M2, Mk19
- Operate an M4 (CCO/PEQ)
- Employ hand grenades
- Drive the HMMWV, Bradley and Stryker
- Conduct vehicle PMCS
- Load TOW Missiles
- Operate with NVGs

## **Proficiency** (entry level)

- Operate/maintain an M4 (BUIS)
- Operate an M2, M240, MK19
- Establish an OP
- Move and maneuver as a
  - scout team/squad
- First Aid
- React to contact
- Navigate Dismounted\*
- Call for Fire\*
- Operate an LRAS3\*
- Operate and ASIP/ Send Reports\*

## **Coming Additions (FY15-16)**

- Increased ASLTE integration
- Advanced land navigation
- Emphasis on unit of assignment vehicle platform
- ITAS
- Increased Live Fire Exercise
- Intro to UAS
- Harris Radio
- OE-254
- LLDR
- Infiltration
- Cross Cultural Competency

*\*with new training improvements*



# Added Lessons / Key Aspects



1. **Advanced (Individual) Land Navigation - F**
2. **LLDR - F**
3. **Harris Radio - F**
4. **OE-254 - F**
5. **Infiltration - F**
6. **Light Scout Truck LFX - F**
7. **Bradley/Stryker/ITAS LFX (25mm) - F**
8. **Introduction to Unmanned Aerial Systems - F**
9. **Intro to Vehicle Capabilities - F**
10. **Cross-Cultural Competency - F**
11. **Every Soldier is a Sensor / ASAT - D**
12. **Gate Testing Exercise - F**
13. **DLAB Testing - F**

**Retained Light Scout Truck Gunnery**

**BCT type tracked training for vehicle maint/oper, driving, LFX, and  
EOC STX**

**Retained HMMWV training for all**

**Restores ammunition to the M240 lesson**



# 19D OSUT Lesson that are being pilot



1. **Advanced (Individual) Land Navigation**
2. **OE-254**
3. **Infiltration**
4. **Light Scout Truck LFX**
5. **Bradley/Stryker/ITAS LFX (25mm)**
6. **Intro to Vehicle Capabilities**
7. **Cross-Cultural Competency**
8. **Every Soldier is a Sensor / ASAT**
9. **Gate Testing Exercise**
10. **DLAB Testing**



# Armor Crewman 19K10-OSUT

## POI Summary-Additions/Deletions



### Course Additions

Lesson Title	Current Hours	Proposed Hours
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Museum Branch Tour (Admin Time)	0	2
Gold Phase FTX (total hrs)	114.3	101.7
<b>MOUT Lane</b>	<b>24.0</b>	<b>0.0</b>
<b>Dismounted Land Navigation</b>	<b>21.0</b>	<b>7.0</b>
Engage Targets w/.50 Cal MG	1.8	5.5
Conduct AA Procedures	0.0	14.0
Tank Maneuvering (Simulation)	0.0	8.0
Main Gun and Coax Machine Gun Engagement Procedure	4.0	6.0
Prepare/Secure Gunner's Station	3.7	7.0
<b>Maintain Track on an M1 Series Tank</b>	<b>4.0</b>	<b>8.0</b>
<b>Self-Recovery/Tow an M1 Series Tank</b>	<b>0.0</b>	<b>4.0</b>
Gun/Turret Manipulation	0.0	3.0
Mount/Dismount 50 Cal MG	0.0	1.0

### Course Deletions

Lesson Title	Current Hours	Proposed Hours
--------------	---------------	----------------

Driver Vision Enhancer	1.0	0.0
PMCS HMMWV	2.0	0.0
Drive a HMMWV	6.5	0.0
HEAT Trainer	2.5	0.0
Loader's Crew Duties for Live Fire procedures	1.0	0.0

Totals  
: 13.0